

SR 520 BRIDGE REPLACEMENT AND HOV PROGRAM



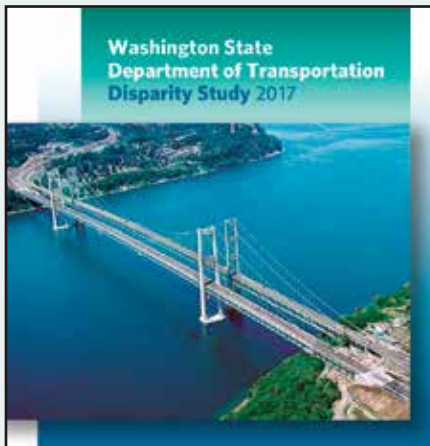
Diversity and Inclusive Contracting

SR 520 Quarterly Progress Report: July - September 2017

News and events

WSDOT Disparity Study

- WSDOT recently completed its 2017 DBE Disparity Study, with recommendations focused on improving resources for small businesses.
- Read the report online: wsdot.wa.gov/EqualOpportunity/



Cover of 2017 WSDOT Disparity Study.



From left, Colette Holt, author of the 2017 Disparity Study, Jodi Petersen, Civil Rights Program Manager for the FHWA Washington State Division, and Regina Glenn, SR 520 Program Diversity and Inclusion Manager.

Julie Meredith recognized for leadership in inclusive contracting on the SR 520 Program



Julie Meredith, center, receives a certificate in September from SR 520 managers Larry Kyle and Regina Glenn in recognition of her support for fair and inclusive contracting on SR 520 projects.

Julie Meredith has been a strong and steadfast leader in implementing inclusive contracting on the SR 520 Program during the project's design and construction.

At a staff event marking her new role as Deputy Assistant Secretary of Mega Projects, Julie's colleagues presented her with a certificate acknowledging her work to meet and exceed a wide range of diverse contracting goals on SR 520 for DBE and MSVWBE firms, as well as for apprenticeship and training hours.

With Julie's commitment, to date the SR 520 Program has used the services of 98 of these firms, totaling more than \$192 million.

Community spotlight: Tabor 100



Ollie Garrett
President, Tabor 100



Tabor 100 is a nearly 20-year-old organization that provides a monthly forum for discussion, networking, and contracting opportunities for firms of all sizes. The president of Tabor 100, Ollie Garrett, welcomes the partnership with WSDOT's SR 520 Program and applauds its work meeting and exceeding diversity and inclusion goals. Tabor 100 is committed to economic power, educational excellence, and social equity for African Americans and the community at large.

The organization encourages prime contractors to meet with entrepreneurs and business owners to forge ongoing partnerships. "Ingrained systems ...are an impediment to our partaking in the social and monetary benefits that come from a prosperous region," said Ollie Garrett. "That's why Tabor 100 is so valuable. We work for economic parity for the groups which are sometimes overlooked."

SR 520 Contact:

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SR 520 update to the National Association of Minority Contractors



Ato Apiafi

Ato Apiafi Architects asks a question at the Sept. 8 NAMC meeting



Denise Cieri

SR 520 Deputy Program Administrator

On Sept. 8, 2017, Denise Cieri and the SR 520 Program provided a project update at a regular meeting of the National Association of Minority Contractors (NAMC), Washington Chapter. Accompanied by Regina Glenn and Bobby Forch, diversity managers and consultants for WSDOT, Denise shared details about upcoming contract opportunities on the SR 520 Montlake Phase for contractors large and small. Denise answered a number of questions from the audience and provided handouts which are also available on the project website.

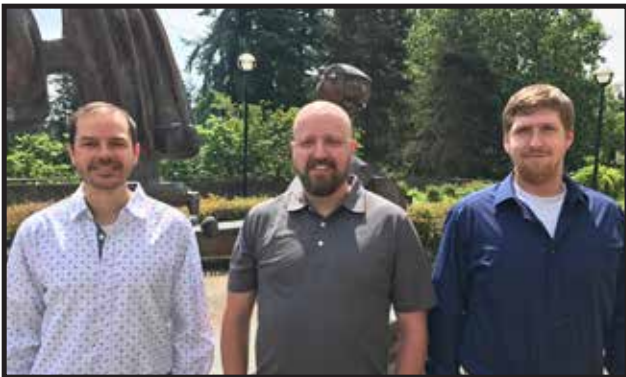
Denise also provided an update about a Community Workforce Agreement (CWA) planned for the SR 520 Montlake Phase.

The CWA allows for the implementation of beneficial programs such as pre-apprenticeships, apprenticeships, Helmets to Hardhats, local workforce hiring, and other diversity and inclusion efforts. The

CWA will also help to ensure the project has sufficient stability and harmony with the skilled labor during the 4- to 5-year construction schedule. Given the current volume and scale of construction taking place in the greater Puget Sound area, the CWA will also support project needs and help to ensure adequate skilled labor capacity.

WSDOT looks forward to continuing to coordinate with groups such as NAMC as the project moves forward and there are additional updates to share.

Jarron Elter: Safe Harbor Assistance from WSDOT Headquarters



*Meet WSDOT Internal Audit team members
Brian Calder, Jerron Elter, and Adam Nelson (left to right)*

Once an architecture or engineering firm goes through WSDOT's Safe Harbor program, it must have its indirect cost rates approved before the firm can graduate. Without an approved indirect cost rate, firms are not eligible to work on WSDOT A&E agreements.

Making the transition to a firm with an indirect cost rate may seem intimidating, but the WSDOT Audit Office is available to help you through the process. Audit Specialist Jarron Elter is in charge of the program and he has a few tips to help Disadvantaged Business Enterprises (DBEs) reach their goals.

"One of the biggest things to keep in mind is that this is not something where you decide, 'Okay I am ready to graduate.' You need to start preparing a year in advance because it is the financial data from the previous year that you use to create your rate. It takes some forethought and planning."

The WSDOT Internal Audit Office sees new firms that are setting up job cost accounting systems; the office conducts seminars to answer questions and is available to look at a firm's chart of accounts. Another key step for a smooth transition to graduation is monthly labor reconciliations. "It is important that when you submit your paperwork, your labor expenses match," Jarron Elter said. "We recommend reconciling your labor every month so your labor distribution report, the income, or profit and loss statement, and payroll all match up. They should check our timeline which lists all of the major steps."

This Safe Harbor timeline will help firms gauge where they are in the process and determine the steps they will need to take to graduate. "Additionally," Elter said, "when a firm is graduating out and we are going through the rate review process, we try to do a site visit."

This website includes a variety of helpful guidance documents: www.wsdot.wa.gov/Audit/ICRguidancedocuments.htm.

Edwina Martin-Arnold: A Passion to Connect Individuals With Opportunities



Edwina Martin-Arnold
DBE Support Services Lead

Edwina Martin-Arnold's first name suits her to a T. She is in charge of DBE Support Services for WSDOT's Office of Equal Opportunity, and she will oversee OEO's new Mentor Protégé Program. She comes to the job with an eclectic array of personal and professional experiences which enhance her ability to do the work and meet the needs of her clients.

One of the meanings of the name Edwina, is 'zest for life.' In Edwina Martin-Arnold's case it is not only a zest, it is a dynamic force. After growing up in Spanaway, she graduated from the University of Washington, went to law school and became a prosecutor in both Seattle and King County. She left the legal profession to spend more time with her three children. But she was far from a stay-at-home mom. All the while, Edwina Martin-Arnold was writing novels. Romance novels. "My sister and I used to read them, so I figured I could write them." Indeed she has; seven of them, in bookstores and online. She is also a business owner and a basketball coach.

In 2012, Edwina Martin-Arnold re-entered the traditional workforce. She was the Assistant Director of Legal and Policy at the Office Minority and Women's Business Enterprise (OMWBE). She worked in Sound Transit's Diversity Division and was Diversity Manager for Oregon and Washington for the construction firm, SKANSKA. Now she is back in the public sector working to support small business. The Mentor Protégé Program will mentor minority and small businesses in the state and maximize their opportunities for expansion and subcontractor development. "I bring my passion to connect individuals with opportunities. I am excited to be where I can do that."

Because of her varied experiences Martin-Arnold knows the business world from all sides. "I know this field of work from the certification side and the owner side. I understand the prime contractor side and the agency side. I know the work from a lot of different vantage points which will be a great resource in my current position."

If you would like more information regarding the Mentor Protégé Program, please contact Edwina Martin-Arnold, DBE Support Services Coordinator at (360) 791-9331 or MartinE@wsdot.wa.gov.

WSDOT Mentor-Protege Program, coordinated by THOR Construction



Richard Copeland
*Founder and
Chairman of the Board*

WSDOT's Office of Equal Opportunity recently announced that THOR Construction, a large, minority-owned company, has been selected through a competitive procurement process to serve as the coordinator for the new WSDOT Mentor Protégé Program.

THOR Construction is uniquely qualified to lead the program because of its 38-year history. The company was started by Richard Copeland who began his career with a \$200 investment to become insured as a utility maintenance worker in the 1970s. By the 1990s, THOR Construction was a certified DBE, achieving hard-earned success as a subcontractor. This success continued into the 2000s when THOR Construction graduated from the DBE program. The company is still certified as a minority contractor with the National Minority Supplier Development Council.

Today, THOR Construction is not only the largest minority-owned business in Minneapolis, it is one of the biggest nationwide. Copeland, who was born to a single mom, living in public housing, never forgot his humble beginnings. That is why THOR is committed to maximizing opportunities for diverse populations through its own workforce, as well as through subcontractor development. WSDOT is very excited that THOR Construction will bring nearly four decades of success, knowledge, and hands-on experience to the Mentor Protégé Program.

For more information regarding THOR Construction, please visit their website at: www.Thor.build.



Diversity / Apprenticeship / Training

Shaded projects are physically complete. Data below is provided to WSDOT by the project contractors.

CONSTRUCTION										
Project	Disadvantage Business Enterprise (DBE) ¹					Apprentice		Training Hours		
	Percentage		Companies		Date Updated	Hours % (15% Goal)	Date Updated	Goal	Achieved	Date Updated
	Goal	Current	# ²	\$						
Pontoon Construction	6%	6.05%	20	\$27,182,102	12/1/2015	17.7%	9/1/2015	50,000	94,415	7/1/2015
Eastside Transit and HOV	11%	13.45%	36	\$48,900,472	6/1/2015	13.7%	8/15/2016	58,500	38,655 *	6/1/2015
West Connection Bridge	3%	3.83%	5	\$848,460	11/1/2014	18.8%	10/1/2014	1,200	1,200	10/1/2014
Floating Bridge and Landings	7%	7.73%	46	\$59,193,886	8/31/2017	21.4%	8/30/2017	74,600	113,931	12/31/2016
West Approach Bridge North	12%	13.47%	17	\$26,881,615	8/31/2017	20.4%	8/31/2017	15,000	27,514	7/29/2017
DBE Subtotal			77	\$163,006,536						
Project	(M)inority, (S)mall, (V)eteran, (W)oman Business Enterprise (MSVWBE) ³					Apprentice Hours % (15% Goal)		Training Hours		
	TYPE	M	S	V	W					
Union Bay Natural Area		10%	0.00%	0	\$0	9/5/2017	11.9%	7/31/2017	NOT REQUIRED	
		5%	1.90%	2	\$83,288	9/5/2017				
		5%	0.00%	0	\$0	9/5/2017				
		6%	41.19%	2	\$1,803,127	9/5/2017				
MSVWBE Subtotal			4	\$1,886,416 ^						
CONSTRUCTION TOTAL			80	\$164,892,951						

ARCHITECTURAL AND ENGINEERING (A&E)										
Project		DBE ¹						Duration		
		Percentage		Companies		Date Updated				
		Goal	Current	# ²	\$					
Corridor Dev.		N/A	8.05%	2	\$15,112,456		6/30/2014	Feb. 2009 – June 2014 (N/A – No Goal)		
SR 520 Program		9%	16.12%	8	\$8,341,036		6/30/2017	June 2014 – Dec 2016 (9% is a voluntary goal)		
DBE Subtotal				8	\$23,453,492					
Project		MSVWBE ³						Duration		
SR 520 Program		TYPE	M	10%	3.91%	4	\$625,972	9/30/2017	March 2016 - Present	
			S	5%	28.72%	14	\$4,595,210	9/30/2017		
			V	5%	0.02%	1	\$3,147	9/30/2017		
			W	6%	15.60%	6	\$2,495,385	9/30/2017		
MSVWBE Subtotal				15	\$4,739,992 ^					
A&E TOTAL				18	\$28,193,484					

SR 520 PROGRAM TOTAL	98	\$193,086,435		
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¹ Federally funded projects have DBE goals. Calculations and level of detail are consistent with OEO guidance.

² Individual companies work on multiple projects and to eliminate duplication of reporting DBE / MSVWBE the totals only report the total number of companies in the Program.

* Total Hours reported 38,655. However, 11,657 hours are excess laborer hours that can't be counted toward the goal.

³ State funded projects have MSVWBE goals. Calculations and level of detail are consistent with WSDOT HQ Construction Office regarding MSVWBE reporting.

^ Individual companies work on multiple types (M, S, V, W) and to eliminate duplication of reporting MSVWBE the subtotals only report the total cost to the Program.

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Americans with Disabilities Act (ADA) Information: This material can be made available in an alternate format by emailing the Office of Equal Opportunity at wdsotada@wsdot.wa.gov or by calling toll free, 855-362-4ADA(4232). Persons who are deaf or hard of hearing may make a request by calling the Washington State Relay at 711.